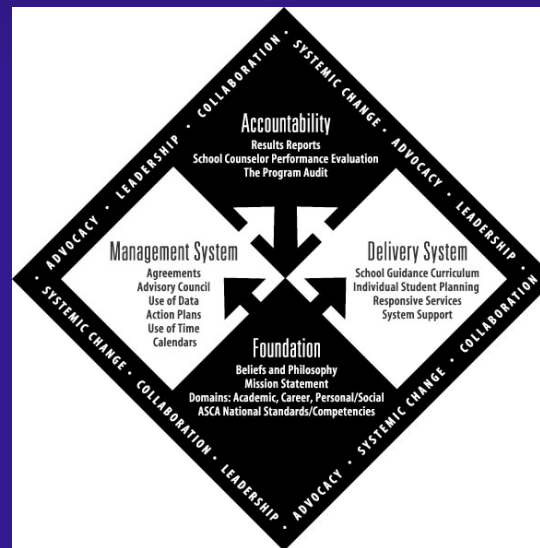


School Counselors: Partners in Achievement



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Wake County Public School System

Office of Counseling and Student Services

WCPSS School Counselors Get Results!



Who did this?

- Reduced 9th grade failure rate by 61.9%
- Reduced Senior failure by 78.4%.
- Increased PSAT participation by 106 students
- Doubled the number of African American students that took the AP Exam
- Received 70-80% approval ratings from students about SC programs



WCPSS School Counselors Get Results!



School Counseling Dept. at Southeast Raleigh HS!

- Focused on direct services to students.
- Individual appointments with every Sophomore, Junior and Senior.
- Met with Sophomore, Junior and Senior AC's to deliver our curriculum.
- Met with every freshman in their English class and through AC.



WCPSS School Counselors Get Results!



In Addition...

- Crisis counseling
- Parent meetings
- Teacher conferences
- Academic Advising
- Personal/Social development
- Career development



WCPSS School Counselors Get Results!



Objectives

Participants will:

- understand how the ASCA National Model is being implemented in WCPSS.
- understand the importance of data in a school counseling program.
- understand that school counselors impact academics, attendance and behavior.
- understand how SCs use advocacy, leadership and collaboration to promote systemic change.



WCPSS School Counselors Get Results!



Rationale for WCPSS Implementation

By aligning a school counseling program with the school's mission and school improvement plan, school counselors:

- Partner as leaders in systemic change
- Ensure equity and access
- promote academic, career and personal/ social development for every student



WCPSS School Counselors Get Results!



*“We need to be the change
we want to see happen.
We are the leaders
we have been waiting for.”*

– Gandhi



WCPSS School Counselors Get Results!



WCPSS is committed to academic excellence!

By 2008:

- 95% of students in grades 3 through 12 will be at or above grade level as measured by NC EOG or EOC tests
- all student groups will demonstrate high growth.



WCPSS School Counselors Get Results!



In pursuit of this goal, we will:

- Increase challenging educational opportunities for all students.
- Increase student participation and success in advanced classes at the high school level.
- Increase the percent of 9th grade students graduating from high school within four years.



**School
Counseling!**



WCPSS School Counselors Get Results!

In pursuit of this goal, we will:

- Recruit, develop, support and retain a highly qualified workforce to ensure student success.
- Identify and seek resources necessary to support student success.
- Build a consensus of support through community collaboration.



**School
Counseling!**



WCPSS School Counselors Get Results!

People have wondered...

What do school counselors DO?



WCPSS School Counselors Get Results!



Professional Issues

- Historical problems
- Varied and conflicting approaches to school counseling
- Attempts to unify the profession
- Trends in education
- Trends in school counseling



WCPSS School Counselors Get Results!



When schools fail to clearly define the counselor's role...

School administrators, parents with special interests, teachers or others may feel their agenda ought to be the school counseling program's priority.

The results often lead to **confusion and criticisms when they are disappointed.**

(Carolyn Maddy Bernstein, 1995)



WCPSS School Counselors Get Results!



The old question was...

“What do counselors do?”

The new question is...

“How are students different because of the school counseling program?”



WCPSS School Counselors Get Results!

From Entitlement... to Performance

From a program that:

- Focuses generally on the number of activities
- Measures the amount of effort
- Attends to the process of doing work
- Works to maintain the existing system

To a program that:

- Focuses on outcomes and improved results
- Measures impact related to goals
- Attends to goals, objectives, and outcomes
- Changes and adapts to be more responsive



Source: McGowen, P. & Miller, J., "Changing the Entitlement Culture," The American School Board Journal, August 1999, p.43

WCPSS School Counselors Get Results!



School Counseling Programs Are About

Counseling

Managing Resources

Leadership

Teaming

Assessment

Collaboration

Technology

Data-Driven Decisions

Advocacy



WCPSS School Counselors Get Results!



School Counseling Programs Are About

RESULTS.

*How are students different
as a result of the school
counseling program?*



WCPSS School Counselors Get Results!



We Exist To Effect Change In Students:

Acquire

- Knowledge
- Skills
- Positive Attitude

Improve

- Attendance
- Behavior
- Academic Achievement



Big 3!



WCPSS School Counselors Get Results!

Paradigm Shift

From:

Not only monitoring process and
measuring services delivered

To:

Focusing also on and measuring
the results of our programs and
services



WCPSS School Counselors Get Results!



ASCA National Model



WCPSS School Counselors Get Results!



Leadership

Advocacy

Collaboration

Systemic Change



WCPSS School Counselors Get Results!



Foundation

- Beliefs and Philosophy
- Mission
- Domains:
 - Academic Development
 - Career Development
 - Personal/Social Development
- ASCA National Standards and Competencies



WCPSS School Counselors Get Results!



Delivery System

- School Guidance Curriculum
- Individual Student Planning
- Responsive Services
- System Support

80%

- System Support



WCPSS School Counselors Get Results!



Management System

- Management Agreements
- Advisory Council
- Use of Data
 - Monitoring Student Progress
 - Closing the Gap
- Action Plans
 - Guidance Curriculum
 - Closing the Gap
- Use of Time
- Calendars



WCPSS School Counselors Get Results!



Accountability

- Results Reports
 - Impact Over Time
- School Counselor Performance Evaluation
- The Program Audit



WCPSS School Counselors Get Results!



*How are students
different as a result
of the school counseling
program?*

WCPSS School Counselors Get Results!



National Model Implementation

- Present National Model to stakeholders
- Start with what you can manage
- Align with school and district goals
- Define “at-risk”
- Identify school/community support services
- Data, data, data!



WCPSS School Counselors Get Results!



National Model Implementation

- Write measurable goals and objectives that are reasonable
- Write your plans early, review them regularly
- Collaborate with others in dept/school
- Collaborate with community resources
- Focus on Leadership, Advocacy, Collaboration that lead to Systemic Change

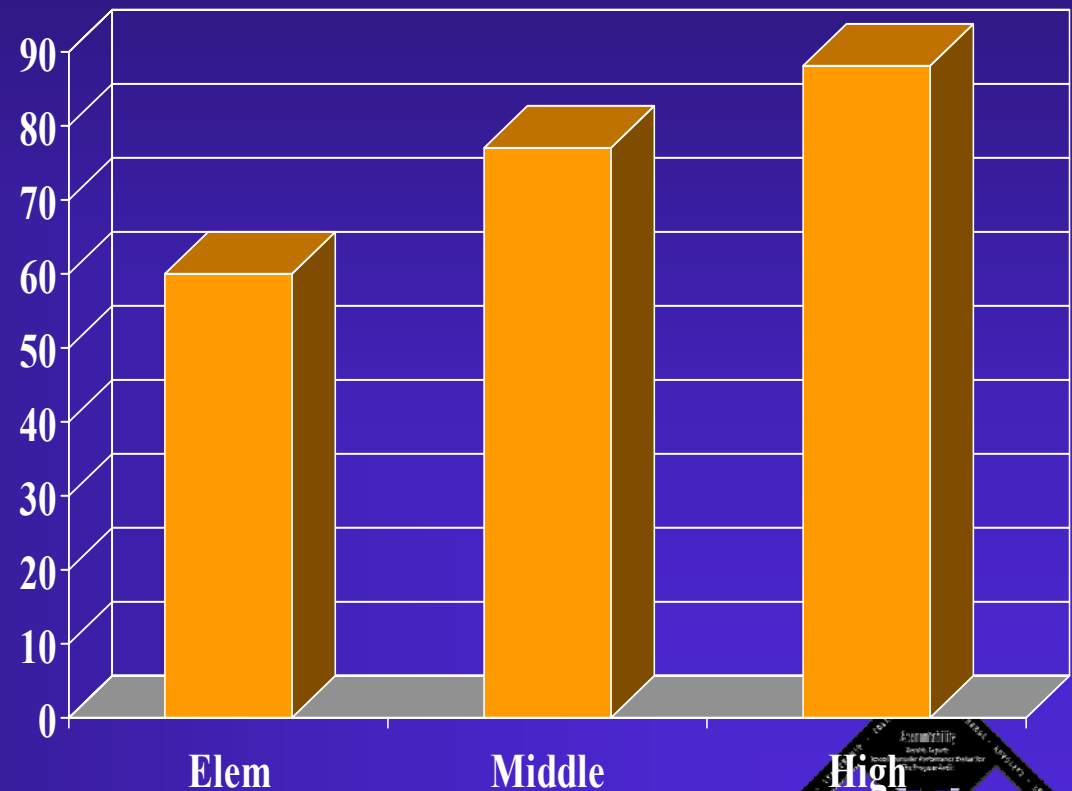


WCPSS School Counselors Get Results!



WCPSS Participation Results 03-04

- High level of participation!
- Elementary – 60 %
- Middle – 77%
- High School – 88%



WCPSS School Counselors Get Results!



Never underestimate the power of a small group of committed citizens to change the world.

Indeed it has never been done otherwise.

- Margaret Mead



WCPSS School Counselors Get Results!



WCPSS Recognition

- $\frac{1}{4}$ carat
- $\frac{1}{2}$ carat
- $\frac{3}{4}$ carat
- Full Carat Program



WCPSS School Counselors Get Results!



WCPSS School Counseling Goals & Objectives

Goal: All schools will demonstrate how students are different as a result of their school counseling program.

Objectives:

- 1) By the end of 2005, 100% of WCPSS schools will be at the ¼ carat program or higher.
- 2) By end of 2005, 10% of schools will be RAMP programs.



WCPSS School Counselors Get Results!



Recognized ASCA Model Programs (RAMP)



- Enhances your program's efforts toward academic achievement and student success.
- Helps you evaluate your program and identify areas of improvement.
- Show administrators, school board and the community at large that your committed to delivering a comprehensive, data-driven school counseling program.



WCPSS School Counselors Get Results!



RAMP Recognition



- Engraved Plaque
- Letter sent to school board, principal and superintendent
- Press release for local press
- Use of RAMP logo on stationary, business cards, websites, etc.
- Recognition at ASCA's Annual Conference



WCPSS School Counselors Get Results!

RAMP cont.



- Up to 4 tickets to Recognition Ball at ASCA conference
- Recognition in *ASCA School Counselor* magazine and ASCA website
- Opportunity to present at annual conference



WCPSS School Counselors Get Results!

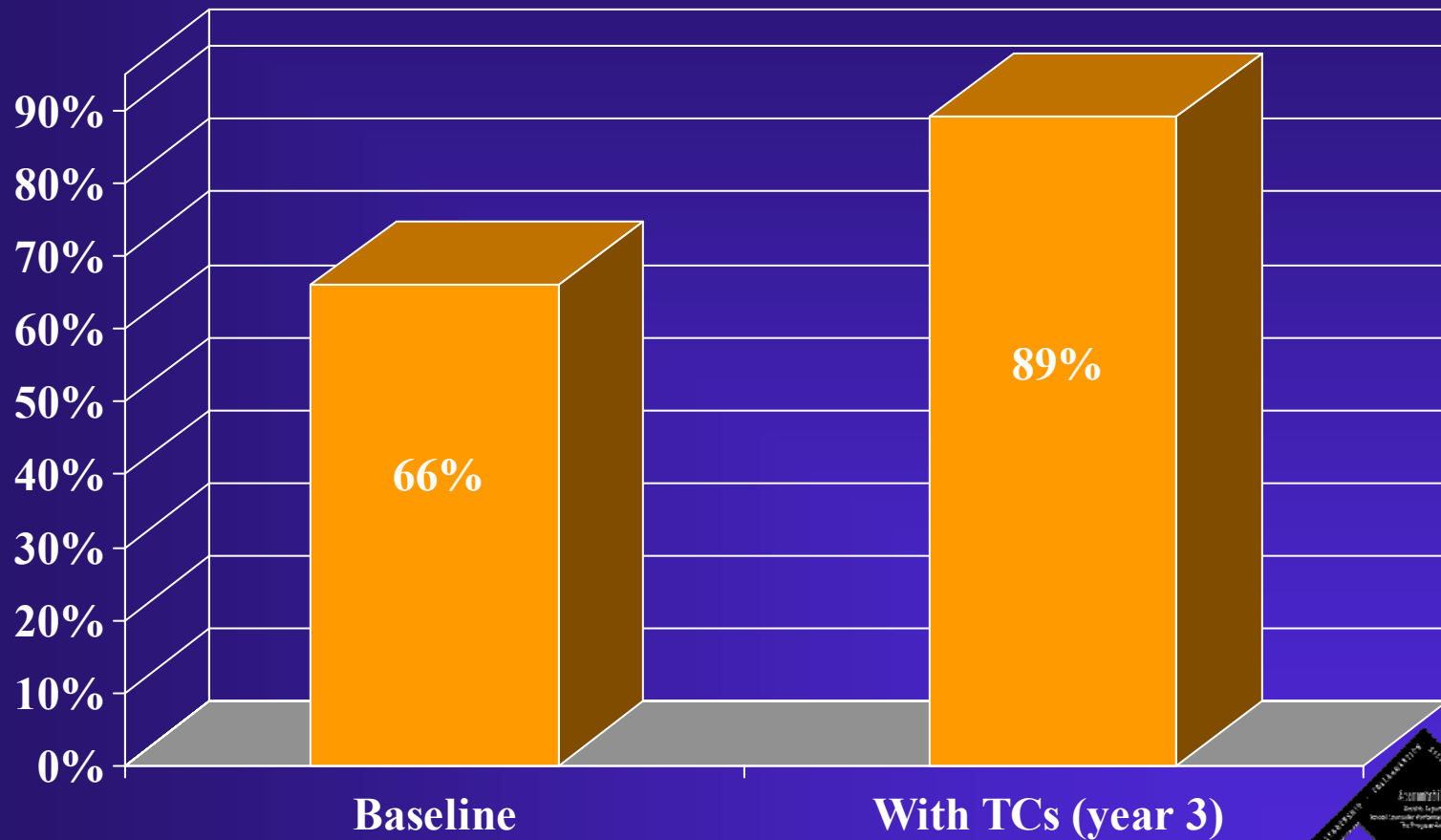


Transition Counselor Results

WCPSS School Counselors Get Results!

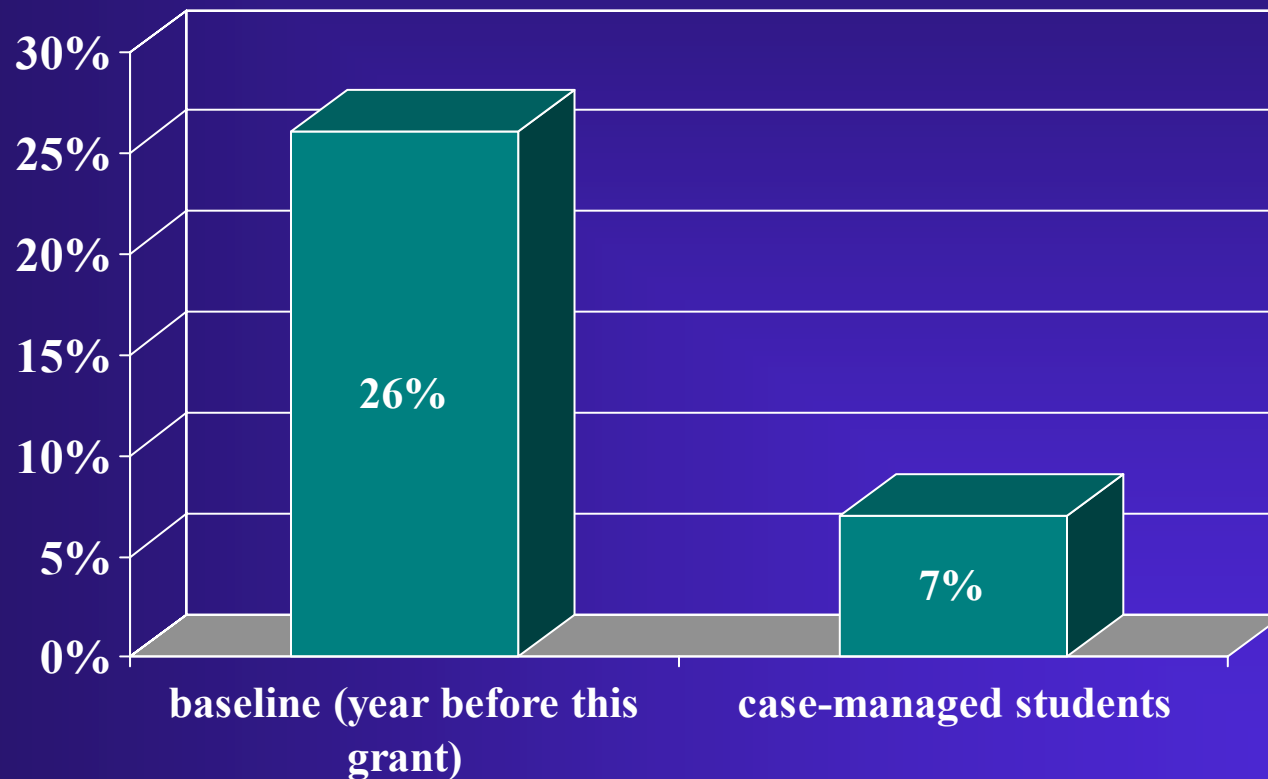


LTS Re-enrollment Rates



WCPSS School Counselors Get Results!

Students who were LTS'd again—after re-enrolling



WCPSS School Counselors Get Results!



Evidence of Academic Success

- High school students served by transition counselors scored 'higher than expected' on EOCs, using the ABC prediction model.



WCPSS School Counselors Get Results!



Bottom Line...

- ✓ Attendance Improved
- ✓ Behavior Improved
- ✓ Academics Improved



WCPSS School Counselors Get Results!



What does the ASCA National Model do for your school?

1. Helps school counselors develop a better program for ALL students.
2. Clearly shows how school counseling efforts are contributing to the system goal.



WCPSS School Counselors Get Results!

*It ain't easy,
but it sure is good stuff!*

- Eric Sparks

Famous school counseling philosopher



WCPSS School Counselors Get Results!



All this will not be finished in the first one hundred days. Nor will it be finished in the first thousand days, nor in the life of this administration, nor even perhaps in our lifetime on this planet.

But let us begin.

– John F. Kennedy



WCPSS School Counselors Get Results!



Questions?

Comments?



WCPSS School Counselors Get Results!

